

THE OAKS



— CENTER FOR —
**EDUCATIONAL
ADVANCEMENT**

Case Study White Paper

Gateway Public Schools

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Introduction / Context

Gateway Public Schools in San Francisco operates with a mission of preparing a diverse student body for college and careers. Its teacher induction program plays a vital role in ensuring new teachers are supported, mentored, and retained.

Challenge

Maintaining a strong induction program requires dedicated time, clear structures, and consistent communication. Gateway needed support in strengthening its induction systems and developing a digital presence that could house resources and connect mentors with teachers. Limited staff time made it difficult to balance program delivery with long-term planning.

The Oaks Center's Role

The Oaks Center provided consulting on the design and operation of Gateway's induction program, aligning it with California standards and the school's own mission. We also developed a web presence that houses program information, resources, and tools for both mentors and teachers. This combination of strategic and digital support gave Gateway a framework it could sustain over time.

Outcomes / Impact

Gateway's induction program now has a stronger foundation, making it easier for teachers to access resources and for mentors to support their colleagues effectively. The digital hub ensures consistent communication, while the consulting support reinforced program structures. Teachers benefit from a smoother induction experience, which contributes to stronger retention and professional growth.

Looking Ahead

The Oaks Center will continue to support induction and mentoring programs at Gateway and other schools, helping leaders build sustainable systems that serve teachers well. The lessons learned at Gateway provide a roadmap for scaling effective induction support across varied school contexts.